



November 2013

Beyond the Bio: Meet the New Executive Staff



Pictured (left to right): Staff Development Assistant Deputy Director, **Fay Russell**, Chief Counsel of Legal and Internal Affairs, **Wade Hornbacher**, Human Resources Director, **Roxanna Johnson**; and Deputy Director of Juvenile Justice Initiatives and Support, **Donald Travis**
Not pictured: Permanency and Practice Supports Permanency Manager, **Jennifer Lee**

DCS Connection went beyond the bio to ask the new members of the DCS Executive Team our two favorite questions: What are your goals in your new position? What is something you do or something about you that would surprise people? Below is their response.



Roxanna Johnson has joined the DCS Executive Team as the Human Resources Director. Roxanna joins our team with 10+ years of Human Resources/ professional level experience in areas of talent acquisition, strategic planning and training development. Prior to coming to the State, Roxanna worked in private sector organizations such as Author Solutions Inc, Cook Pharmica and Eli Lilly and Company. Roxanna received her PhD in Industrial/Organizational Psychology from Capella University and is passionate about the work that we do on behalf of children and families in Indiana.

What are your goals in your new position?

My current focus is to improve the four crucial challenges for DCS personnel:

- *Decreasing Family Case Manager turnover*
- *Increasing support for field personnel*
- *Recognizing and rewarding outstanding performance*
- *Identifying and supporting those with secondary trauma*

What is something you do or something about you that would surprise people?

One of my daughters teaches Forensic Anthropology and I help her set up crime scenes for her classes. Morbid I know, but interesting to see how we can recreate a scene and have so many students miss the details pertinent to the crime. (Too much CSI?) Also, two little known facts about me are that I met John F. Kennedy and I sang in a rock band at Whiskey A-Go-Go in Los Angeles.



Donald Travis is the Deputy Director of Juvenile Justice Initiatives and Support. Don brings more than 25 years of experience and knowledge of probation and youth services, legislative processes, executive management and information technology, most recently as the Chief Probation Officer/Director of Alcohol and Drug Program for the Howard County Courts. In his new role, Don will serve as the agency expert on all initiatives where the child welfare and juvenile justice systems intersect. Don will also provide support to local courts and probation departments, and oversee the DCS probation services unit.

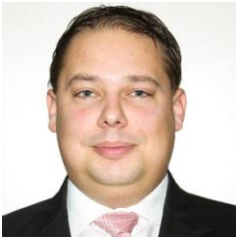
What are your goals in your new position?

The goal of my position is to enhance the communication and support of the juvenile justice programs around the State building upon the efforts of DCS in assisting the children of Indiana.

What is something you do or something about you that would surprise people?

One of my favorite hobbies is fishing and I design and build my own fishing rods. My favorite sports include football and lacrosse.

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Wade Hornbacher was recently selected as Chief Counsel of Legal and Internal Affairs. Wade is a native of Angola, Indiana and a graduate of the Michigan State University College of Law. Prior to joining DCS, Wade served as Deputy Attorney General where he litigated countless civil and criminal cases on behalf of the State, and argued twice before the Indiana Supreme Court.

What are your goals in your new position?

Improve awareness of the real world application of the State ethics rules and the available tools for dealing with ethical dilemmas.

What is something you do or something about you that would surprise people?

I was a carpenter before going to law school.



Jennifer Lee is the new Permanency and Practice Supports Permanency Manager. Jennifer will be directly managing Permanency Roundtables, CANS, and Safely Home Families First initiatives. She received her MSW in 2007 and continued as Peer Coach Consultant and Trainer with Staff Development where she assisted in facilitating the Leadership Academy for Supervisors as well as presented in various Supervisor Workshops. Jennifer then transitioned to Permanency and Practice Support Division as the Northern Permanency Consultant, where she served until taking on her new role as the Permanency Manager.

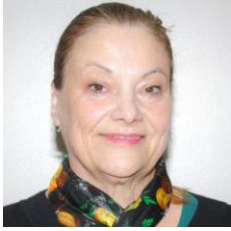
What are your goals in your new position?

My goals are to address any systemic barriers inhibiting the achievement of permanency for our children in care. I would also like to see the CANS evolve as a communimetric tool to encourage evidence- informed practices for field staff as well as across divisions that will assist in positive outcomes for our families.

What is something you do or something about you that would surprise people?

Something about me that people may not know is that I am passionate about education. So much so that, I am a founding member of Dr. R. H. Faulkner Academy, Grant County's first and only Charter School. I also love to watch re-runs of Little House on the Prairie.

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Fay Russell is the new Staff Development Assistant Deputy Director. Fay has worked for DCS since 1981, most recently in Field Operations as the Regional Manager of Region 3. She began her DCS career as a Caseworker, was the Miami County Local Office Manager and has worked previously in Central Office as a Supervisor in both Quality Control and in Training and Staff Development. Also, Fay has served on a number of committees for the Department and has provided some of the training for new supervisors.

What are your goals in your new position?

The end goal for all of the DCS positions is to make a positive difference in the lives of children and their families. In Staff Development I hope to accomplish that by working to understand the learning needs of DCS employees and foster parents, and assist the Staff Development teams in creating the curricula and training delivery that will help maximize the skills and talents of those being trained, so they can serve children and families at a higher level.

What is something you do or something about you that would surprise people?

I'm not sure if this would qualify as a surprise, but on weekends I like to wander Indiana and visit the libraries and hometown diners across the state. Talking to some of the local residents provides a snapshot of everything it means to be a "Hoosier".

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